

Lawsuit

From Page A1

He said the judge will hold a hearing to determine whether to dismiss the lawsuit or go ahead with the trial.

Dixon said that although the lawsuit mentions acts that have happened since the summer of 1983, there has been a pattern of intentional denial of promotions since 1971.

"From 1973 to 1986 as a senior program evaluation analyst, I have been transferred and relocated to six different departments/functions without the benefit of one favorable upgrade or promotion, while all employees, even clerks and secretaries, who were assigned to the Evaluation Office that I set up received several promotions and/or upgrades."

Dixon was denied his first promotion in 1971, after he refused to help a friend, John P. Bond III, get ahead by destroying the careers of other city employees, the statement said.

Dixon said that Bond at that time had recently become assistant city manager.

"There were certain people he wanted to get out of the way so he could move up," Dixon said. "He wanted me to get information so they could be fired."

In the statement, Dixon also outlined other things he said happened during Bond's administration.

For example, he said that in 1972, his position responsibilities were given to a man with less experience than he had.

He said that in 1973, his position was downgraded from evaluation officer to senior program evaluation analyst and that in that same year he received a cut in pay.

During 1977-78, Dixon said he was denied an increase in pay that had been recommended by his supervisors.

Dixon said that he tried to contact then City Manager Orville Powell by writing him several notes. None of his notes were acknowledged, he said.

After Powell had retired and new City Manager Bryce A. Stuart had taken over, Dixon said that he approached Stuart about his concerns.

He said in the statement that Stuart told him "within days after he was employed by the city that he refused to believe that I was right and his managers were wrong."

"Consequently, during the five months that I worked directly for

Mr. Stuart, he only approved of three assignments for me to work on," Dixon said in the statement. "Each assignment was completed within a day or so and always to Stuart's satisfaction."

"In 1980 and again in 1984, Mr. Stuart told me that he did not consider my education and military experience as worthy qualifications for a promotion under his administration," the statement continues.

The statement says that between November 1980 and July 1983, Dixon's office location was moved five or six times, while other employees working within the city manager's immediate area were only moved once or twice.

Dixon states that in 1981 he became ill after his workspace was moved to a storage vault area.

"By December 1982, I was an emotional and physical wreck because of the dehumanizing treatments from top city administrators," Dixon said in the statement. "Many days, I could not even hold my arms above my head, and I had constant pains up and down the right side of my head, neck and shoulder."

Dixon's lawsuit contends that

he was placed in job assignments in which he did not have training or expertise.

The statement says that he was assigned to perform energy conservation duties in 1980, a technical field in which he said he had no expertise.

Dixon said that events which occurred from 1983 to the present were the events that prompted the lawsuit.

Dixon said that in June 1983, he was transferred to the Management Information Systems Services Department, after he had notified Beatty in a memo in 1979 that he did not have the qualifications to perform computer and engineering duties.

In August, he said that Owen, his new boss, refused to pay the expenses that he had incurred on an all-day seminar that Owen had sent him to attend.

Dixon said that he wrote Stuart a memorandum in November 1983, telling him that he was not properly assigned in his present position.

"He disagreed with me and left me assigned to the only co-managed office in city government, so that I definitely would not receive any recent supervisory

experience and would therefore be ineligible for any administrative promotion under Stuart's management, since recent supervisory experience was one of his prerequisites for a promotion," the statement said.

After receiving an unsatisfactory evaluation from Owen in August 1984, Dixon said he appealed by writing the personnel director. He said he was denied a hearing.

Dixon also said Owen put him down in front of other employees as well as verbally abusing him.

"From 1980 until the present as a senior program evaluation analyst, I have been required to perform energy conservation duties (engineering-related) as a condition of continued employment with the city," Dixon said in the statement. "There is nothing in my job description or in my past experiences from 1961 to 1980 that specified that I met the minimum qualifications to perform such engineering duties."

"All employees within city government have had a choice for new positions by applying and being interviewed for the positions, but such was not the case with me being assigned to energy

conservation," the statement continues.

Dixon said he is being unjustly treated and that now is the time for action.

"I went to Vietnam and served my country," he said. "I come back home to Winston-Salem and all of a sudden I'm not a fit American citizen. I just can't live a lie."

Dixon said that the city had its own reward system for his accomplishments.

"Every time I went back to get a degree, they offered me some demotion instead of promotion," he said. "All I'm asking for is justice."

Dixon has two master's degrees, one in public affairs from the University of North Carolina at Greensboro and the other in mathematics from N.C. A&T State University.

Dixon has also completed 36 semester-hours toward a doctoral degree in administration.

He has done all this while working for the city.

He also served as a second lieutenant, first lieutenant and captain in the U.S. Air Force.

Hairston

From Page A1

could improve its performance. He said in his memorandum that more qualified black officers should work in the black community to deter black-on-black crime and that the city should create a specially trained homicide squad to work exclusively on unsolved murders.

Hairston has discussed the shortcomings of the police department with Stuart. "I find that you are dragging your feet on taking action which is considered to be in the best interest of the city," Hairston said.

There are too few blacks in administrative positions within city government, Hairston said. "There seems to be a practice of keeping blacks out of certain departments, or making a token effort by employing a very limited number of blacks,"

Hairston said in his memorandum.

About 40 percent of city employees should be black in order to reflect the city's black population, Hairston said. "Black people need to be made aware of the double standard in city government," he said.

There are 744 black city employees, which is about 39 percent of the city's workforce, according to Becky Goforth, an administrative assistant to the city manager.

As of March, nine of the 16 administrators in city government were black, Ms. Goforth said.

Most black city employees work in the public works department, said Southeast Ward Alderman Larry W. Womble. "We have enough black garbage men. We need more black administrators," he said.

Most city departments have only one black administrator, Hairston said, noting that Assistant City Manager Alexander R. Beatty is the only black on Stuart's staff.

Beatty would not comment on any of Hairston's statements.

Hairston said in his memorandum that many blacks employed by the city are not local citizens. "Local jobs should be for local people," he said.

Many black city employees don't exercise the authority that the jobs require, Hairston said. "Either the city is employing the wrong blacks or is placing them in jobs with little authority," he said.

Blacks in positions of authority don't speak out against the city employment practices, Hairston said. "They are like domestic housecats," he said. "They are

scared to say anything."

The merit pay plan is viewed by many as a "buddy-buddy" plan, Hairston said in his memorandum. Employees who are liked by their supervisors receive higher evaluations and higher salaries than those who are not liked by their supervisors, Hairston said.

"If your supervisor has something personally against you, you as an employee cannot receive a fair evaluation," Hairston said in the memorandum.

Hairston said he will make a motion at the July 21 meeting of the Board of Aldermen requesting the board to abolish the merit pay plan.

"I have nothing personal against anyone," Hairston said in the conclusion of his memorandum. "This is what I

believe is morally right."

Womble said he supports Hairston's grievances. "A double standard exists throughout city government," he said.

Local blacks need to become more involved with city politics,

Hairston and Womble said.

"Black citizens need to stop waiting to be spoon-fed," Womble said. "They need to start attending some Board of Aldermen meetings and start demanding some things."

Black Administrators

From Page A1

this system to really reach out to minorities in any area," Marshall said.

Marshall said he feels that the system has a ratio of black administrators as well as teachers that it wants to maintain.

Marshall has said before that the ratio of teachers in the system should reflect the 38-percent-black student enrollment.

He said he feels the same way about the number of black administrators.

Southeast Ward Alderman Larry Womble, who is the assistant principal at Old Town Elementary School, agrees with Marshall.

"There is a lack of blacks in high administrative positions, at least as it reflects the black student population," he said. "Something needs to be looked into."

Womble said that he is also displeased that there are only 12 black principals from a system that has 53 schools.

Womble said that he has been an assistant principal in the system for about 12 years.

During that time he has applied for the position of principal, he said.

"Anybody that goes into administration looks for higher positions," he said. "I couldn't go out there and tell students to shoot for the stars if I didn't practice what I preach."

Besides holding bachelor's and master's degrees, Womble is 12 hours short of completing his doctorate.

Although opportunities abound for blacks with

Womble's qualifications in other fields, he said that for now he will remain in education.

"I have not pinpointed how long I will stay or how long I won't stay," he said. "Quite naturally, education is my first love."

"My plans are wide open," he said. "I don't limit myself to any particular level. I plan to go as high as I can go."

Other administrators said they haven't gotten discouraged with the system either.

Victor Johnson, an assistant principal at Carver High School, said that he has applied several times for principal positions.

Johnson has been an assistant principal in the system since 1972 and has been with the system since the early 1960s.

"I think the process is fair as

much as human beings are able to evaluate people," he said.

"I feel that I have a job. I'm not guaranteed to move to the top because I'm in a certain area. I can just work as hard as I can, and when a break comes, I hope to move up."

"I'm happy doing the things I'm doing," he said. "I've never been discouraged."

Johnson said that he has five more years before he can retire.

Faye Chavious, assistant principal at Kennedy Middle School, said she hasn't applied for the position of principal yet. She has been an assistant principal in the system for four years and is working on her principal's certificate.

"After that, I'm interested in it," she said. "But I do think that will be several years down the road."



SUBSCRIBE

Winston-Salem Chronicle

722-8624



The Winston-Salem Chronicle is published every Thursday by the Winston-Salem Chronicle Publishing Co. Inc., 617 N. Liberty St. Mailing address: Post Office Box 3154, Winston-Salem, N.C. 27102. Phone: 722-8624. Second-class postage paid at Winston-Salem, N.C. 27102.

The Winston-Salem Chronicle is a charter member of the Newsfinder service of the Associated Press and a member of the Audit Bureau of Circulations, the National Newspaper Publishers Association, the North Carolina Press Association and the North Carolina Black Publishers Association.

Subscription: \$18.52 per year, payable in advance (North Carolina sales tax included). Please add \$5.00 for out-of-town delivery. PUBLICATION USPS NO. 067910.

Forsyth Technical College

Applications are now being accepted

For a future that works

IN ELECTRONICS TECHNOLOGIES


- Electronics Engineering Technology *
- Computer Engineering Technology
- Electromechanical Technology
- Electronic Servicing

* Day and Evening

Fall Quarter Begins September 3

Admissions Office
Forsyth Technical College
2100 Silas Creek Parkway, Winston-Salem, NC 27103
Phone: (919) 723-0371
An Equal Opportunity Institution

ONE SMALL STEP TO THE MOON



In Winston-Salem, you can take home the super and the natural. The Nature Science Center offers many new and exciting worlds to explore. You can venture into the world of fascinating reptiles or feel the warmth of creatures great and small at the petting zoo. Talk to a friend over 60 feet away with the help of a whisper dish, or study the most wondrous mechanism known to man — the human body. And of course, you can enjoy our planetarium — the shortest route to the moon you'll ever find. Come and enjoy all of the exhibits and marvels of the Nature Science Center — take home something special.

Winston-Salem
Take Home Something Special

Find out all about your wonderful city for yourself. Write the Convention and Visitors Bureau, P.O. 1408, Winston-Salem, NC 27102; or call (919) 725-2361.

Name _____

Address _____

City _____ State _____ Zip _____